

LABOR RELATIONS COMMITTEE

MINUTES

The Labor Relations Committee of the Willmar City Council met on Thursday, February 23, 2012, in Conference Room No. 1 at the City Office Building.

Present:	Steve Ahmann	Chair
	Denis Anderson	Member
	Jim Dokken	Member
	Charlene Stevens	City Administrator

Others present included Mayor Frank Yanish and City Labor Attorney, Frank Madden.

The meeting was called to order by Chair Ahmann at 4:45 p.m.

Item No. 1 Close Meeting to Discuss Employee Contract Negotiation Strategies.

At 4:47 p.m. Council Member Anderson offered a motion to close the meeting to discuss strategies for contract negotiations. Council Member Dokken seconded the motion, which carried.

At 5:37 p.m. Council Member Anderson offered a motion to reopen the meeting with Council Dokken seconding the motion, which carried.

Item No. 2 Consideration of Contracts with AFSCME General Unit and AFSCME Public Works Unit.

Attorney Madden presented a proposal that had resulted from mediation conducted by the state Bureau of Mediation Services. Attorney Madden reviewed the terms of the proposed tentative agreement:

1. Duration.

Three-year agreement effective 1/1/11 through 12/31/13.

2. Wages.

2011 No general increase.

2012 Effective 1/1/12, 1.0% general wage increase and effective following City Council approval of Agreement \$660 lump sum, non-base increase.

2013 Effective 1/1/13, 1.5% general wage increase.

3. Health Insurance – Article 22 for General Unit and Article 25 for Public Works Unit.

22.4 The Employer agrees to provide at the Employer’s expense for all regular full-time employees and probationary employees under this Agreement, an insurance program for hospitalization and major medical coverage comparable with the plan

under existence with the option of dependent coverage. For employees hired in 2012, the Employer shall contribute up to \$549 per month toward the cost of single coverage and up \$1,302 per month toward the cost of family coverage. Any additional costs shall be paid by the employee through payroll deduction. If the employee chooses dependent family coverage, the Employer shall pay the following toward the cost of dependent family coverage.

- A. (Delete first two sentences) For 2012, the Employer will contribute up to \$1,302 toward the cost of family coverage. Any additional costs shall be paid by the employee through payroll deduction. For 2013 and annually thereafter, the Employer will contribute up to fifty (50%) percent of the increase in the cost of the monthly premium for family dependent coverage under the basic plan. Any additional cost shall be paid by the employee through payroll deduction.

For Public Works Unit, 25.1 revise language according to the above.

4. Other Items.

- A. 40/40/40 plan.
- B. Add Grade 9 (General Unit).

Council Member Anderson asked for clarification on the 40/40/40 plan. City Administrator Stevens explained that it would allow employees who have accumulated a total of at least 120 vacation hours to cash in 40 hours when using 40 consecutive or 5 consecutive days for vacation and retaining a minimum of 40 hours. The option would be available one time per calendar year.

Council Member Anderson also asked how many employees would be affected by the Grade 9 salary schedule. Ms. Stevens stated that it would affect only one employee.

Council Member Anderson stated that he felt it was a fair proposal and a made a motion to recommend approval of the Labor Contracts with AFSCME General Unit and AFSCME Public Works Unit as proposed. Council Member Dokken seconded the motion and the motion carried 3-0.

Mayor Yanish expressed his support for the proposed contracts and his hope that they would receive full City Council support.

There being no further business, the meeting was adjourned on a motion by Council Member Anderson, seconded by Council Member Dokken and carried at 5:45 p.m.

Respectfully submitted,

Charlene Stevens,
City Administrator

CS:ap